

Equality Impact Analysis:									
<b>Policy / Project / Function:</b>	<p>Updated commissioning policies on:</p> <ol style="list-style-type: none"> <li>1. Femoro-acetabular arthroscopic surgery (hip arthroscopy)</li> <li>2. Hair Loss</li> <li>3. Cataracts</li> <li>4. Breast Reduction</li> <li>5. Breast Surgery</li> </ol>								
<b>Date of Analysis:</b>	December 17 <sup>th</sup> 2014								
<b>This Equality Impact Analysis was completed by: (Name and Department)</b>	Catherine Lightfoot Clinical Triage Lead Yorkshire and Humber Commissioning Support								
<b>What are the aims and intended effects of this policy, project or function?</b>	<p>To review, update and clarify the NHS Hull CCG commissioning positions on a number of non-routine treatments to reflect any relevant changes to the evidence base and commissioning responsibility.</p> <p>The policies aim to provide clarity to clinicians, patients and commissioners.</p>								
<b>Please list any other policies that are related to or referred to as part of this analysis</b>	NHS Hull CCG Individual Funding Request (IFR) Policy								
<b>Who does the policy, project or function affect ?</b>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employees</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Other (List Below)</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </table> <p>Primary and secondary care clinicians.</p>	Employees	<input type="checkbox"/>	Service Users	<input checked="" type="checkbox"/>	Members of the Public	<input checked="" type="checkbox"/>	Other (List Below)	<input checked="" type="checkbox"/>
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Equality Impact Analysis:									

<b>Local Profile/Demography of the Groups affected</b> (population figures)				
<b>General</b>	The policy will be for people registered with a Hull GP			
<b>Age</b>	Resident population of Hull as at 1 <sup>st</sup> October 2012 from GP registration file			
	<b>Age (years)</b>	<b>Resident population – living in Hull, 2012</b>		
		<b>Male</b>	<b>Female</b>	
		<b>Total</b>		
	0	1,821	1,777	3,598
	1 to 4	7,377	6,987	14,364
	5 to 9	7,961	7,573	15,534
	10 to 14	7,267	6,678	13,945
	15 to 19	8,582	8,175	16,757
	20 to 24	11,301	11,685	22,986
	25 to 29	10,770	10,854	21,624
	30 to 34	9,886	8,972	18,858
	35 to 39	9,432	8,089	17,521
	40 to 44	9,967	8,702	18,669
	45 to 49	9,932	8,987	18,919
	50 to 54	9,054	8,448	17,502
	55 to 59	7,617	7,134	14,751
	60 to 64	6,901	6,547	13,448
	65 to 69	5,647	5,766	11,413
	70 to 74	4,041	4,456	8,497
	75 to 79	3,334	4,169	7,503
	80 to 84	2,203	3,402	5,605
	85+	1,629	3,243	4,872
	<b>TOTAL</b>	<b>134,722</b>	<b>131,644</b>	<b>266,366</b>
<b>Race</b>	<p>Estimates from the 2011 Census are that black or minority ethnic residents now make up 10.3% of the population, compared to the 2001 Census figure of 3.8%.</p> <p>Services commissioned by NHS Hull CCG under these policies will be available and accessible to all regardless of race.</p>			
<b>Sex</b>	2012 estimates. Hull; male population 134,722 female population 131,644			
<b>Gender reassignment</b>	Currently there are no national and local statistics available for this protected characteristic.			
<b>Disability</b>	The local Health & Lifestyle Survey 20011-12 suggests that 28.9% of the population of Hull have an illness or which limits daily activities.			
<b>Sexual Orientation</b>	There are no statistics for how many lesbian, bisexual, gay or transgender people live within Hull. However, the Government estimates that 5% of the national population are LGBT.			

<b>Religion, faith and belief</b>	Hull 2011 Census (ONS) shows that 54.9% of the population is Christian; 34.8% are 'no religion', 7.2% none stated; 2.1% are Muslim. Buddhists, Hindus, and Sikhs are 0.1 - 0.3% each.
<b>Marriage and civil partnership</b>	Hull 2011 Census (ONS) the number of civil partnerships in 2011 was 20.
<b>Pregnancy and maternity</b>	From JSNA 2011 the fertility rate in Hull is significantly lower statistically than national and regional comparisons.

**Equality Impact Analysis:**

<p><b>Is any Equality Data available relating to the use or implementation of this policy, project or function ?</b></p> <p>Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine <i>Protected Characteristics</i> – referred to hereafter as '<i>Equality Groups</i>'.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates <i>Equality Groups</i>                  2: Complaints by <i>Equality Groups</i>                  3: Service usage and withdrawal of services by <i>Equality Groups</i>                  4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i></p>	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

<p><b>List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function</b></p>	<p>The updated policies have been circulated for comment from CCG and other health care organisations via the Hull CCG GP members, HEYHT Medical Director, Humber FT Medical Director, CHCP Medical Director and Humberside LMC. No major concerns were raised during the consultation</p>
<p><b>Promoting Inclusivity</b></p> <p>How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation</p>	<p>The providers of the services delivering against these policies will work within an NHS standard contract 2014/15 which includes in Section 13 a duty on Equity of Access, Equality and Non Discrimination.</p> <p><i>Amongst many things this places a legal contractual duty on providers to not discriminate between or against Service Users, Carers or Legal Guradians on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or any other non-medical characteristics, except as permitted by the Law.</i></p> <p>In addition the Providers must <i>make reasonable adjustments for Service users, Carers and Legal Guradians who do not speak ,read or write English or who have communication difficutlies (including hearing, oral or learning impairments)</i></p> <p>Lastly, Provders are required to produce a plan and work with Commissioners to outline how they comply with section 149 of the Equality Act 2010. This plan will be managed through the Contract Review process.</p>

<b>Equality Impact Assessment Test:</b>				
<b>What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by <i>The Equality Act 2010</i> ?</b>				
<b>Protected Characteristic:</b>	<b>No Impact:</b>	<b>Positive Impact:</b>	<b>Negative Impact:</b>	<b>Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists</b>
<b>Gender</b> (Men and Women)	X			
<b>Race</b> (All Racial Groups)	X			
<b>Disability</b> (Mental and Physical)	X			
<b>Religion or Belief</b>	X			
<b>Sexual Orientation</b> (Heterosexual, Homosexual and Bisexual)	X			
<b>Pregnancy and Maternity</b>	X			
<b>Transgender</b>	X			
<b>Marital Status</b>	X			
<b>Age</b>	X			

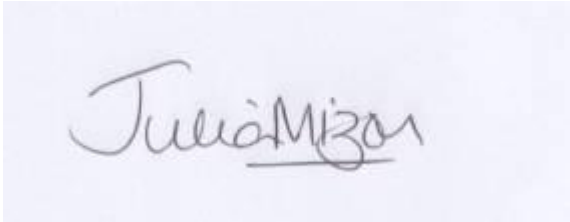
## Action Planning:

**As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?**

Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
No risks identified.				

## Equality Impact Findings:

<b>Analysis Rating:</b>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center;"> </div> <div style="border: 1px solid black; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center;"> </div> <div style="border: 1px solid black; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center;"> </div> <div style="border: 1px solid black; width: 40px; height: 40px; display: flex; align-items: center; justify-content: center;">X</div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <span>Red Green</span> <span>Red/ Amber</span> </div>
<b>Red – Stop and remove the policy</b>	<b>Red:</b> As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . It is recommended that the use of the policy be suspended until further work or analysis is performed.
<b>Red Amber – Continue the policy</b>	<b>Red Amber:</b> As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i> . However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.
<b>Amber – Adjust the Policy</b>	<b>Amber:</b> As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.
<b>Green – No major change</b>	<b>Green:</b> As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.
<b>Other Comments:</b>	

<b>Confirmed by (Manager): (Name and Title)</b>	 Julia Mizon Director Of Commissioning and Partnerships
<b>Date:</b>	17 <sup>th</sup> December 2014